

DATED

1 April 2023

- (1) THE POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE  
and
- (2) THE POLICE AND CRIME COMMISSIONER FOR CAMBRIDGESHIRE  
and
- (3) THE POLICE FIRE AND CRIME COMMISSIONER FOR ESSEX  
and
- (4) THE POLICE AND CRIME COMMISSIONER FOR HERTFORDSHIRE  
and
- (5) THE POLICE AND CRIME COMMISSIONER FOR KENT  
and
- (6) THE POLICE AND CRIME COMMISSIONER FOR NORFOLK  
and
- (7) THE POLICE AND CRIME COMMISSIONER FOR SUFFOLK  
and
- (8) THE CHIEF CONSTABLE OF THE BEDFORDSHIRE POLICE  
and
- (9) THE CHIEF CONSTABLE OF THE CAMBRIDGESHIRE CONSTABULARY  
and
- (10) THE CHIEF CONSTABLE OF THE ESSEX POLICE  
and
- (11) THE CHIEF CONSTABLE OF THE HERTFORDSHIRE CONSTABULARY  
and
- (12) THE CHIEF CONSTABLE OF THE KENT POLICE  
and
- (13) THE CHIEF CONSTABLE OF THE NORFOLK CONSTABULARY  
and
- (14) THE CHIEF CONSTABLE OF THE SUFFOLK CONSTABULARY

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FIFTH COLLABORATION AGREEMENT  
In relation to the Seven Force  
Collaboration

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THIS AGREEMENT is made on the 1 April 2023 BETWEEN:

1. The Police and Crime Commissioner for Bedfordshire, Woburn Road, Kempston, Bedfordshire MK43 9AX
2. The Police and Crime Commissioner for Cambridgeshire, Hinchingsbrooke Park, Huntingdon, PE29 6NP
3. The Police, Fire and Crime Commissioner for Essex, 1st Floor, Kelvedon Park, London Road, Rivenhall, Witham, Essex CM8 3HB
4. The Police and Crime Commissioner for Hertfordshire, 15 Vaughan Road, Harpenden, Hertfordshire AL5 4GZ
5. The Police and Crime Commissioner for Kent, Sutton Road, Maidstone, Kent ME15 9BZ
6. The Police and Crime Commissioner for Norfolk, Jubilee House, Falconers Chase, Wymondham, Norfolk NR18 0WW
7. The Police and Crime Commissioner for Suffolk, Martlesham Heath, Ipswich, Suffolk IP5 3QS
8. The Chief Constable of the Bedfordshire Police, Woburn Road, Kempston, Bedfordshire MK43 9AX
9. The Chief Constable of the Cambridgeshire Constabulary, Hinchingsbrooke Park, Huntingdon, Cambridgeshire PE29 6NP
10. The Chief Constable of the Essex Police, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA
11. The Chief Constable of the Hertfordshire Constabulary, Stanborough Road, Welwyn Garden City, Hertfordshire AL8 6XF
12. The Chief Constable of the Kent Police, Thames Way, Northfleet, DA11 8BD
13. The Chief Constable of the Norfolk Constabulary, Jubilee House, Falconers Chase, Wymondham, Norfolk NR18 0WW
14. The Chief Constable of the Suffolk Constabulary, Martlesham Heath, Ipswich, Suffolk IP5 3QS

WHEREAS:

- (i) The Parties to this agreement have agreed to work together to maximise the efficiency and effectiveness of identified areas for collaboration and innovation in order to protect front line operational resource and optimise the delivery of each county's Police and Crime Plan.
- (ii) In order to pursue the above objective the Parties agreed to enter into a collaboration agreement dated 7 March 2016 pursuant to section 22A of the Police Act 1996. This was superseded by a second collaboration agreement dated 20 February 2017, a third collaboration agreement on 1 April 2019 and a fourth collaboration agreement on 1 December 2019.
- (iii) This agreement supersedes the fourth collaboration agreement and provides for the change from a collaborative programme delivering joint functions and systems, to a network that shares best practice and innovation as agreed by the Parties at the Eastern Region Summit meetings on 12 November 2021 and 9 December 2022.
- (iv) The agreement also covers the governance of the remaining Seven Force Projects which were progressing under the fourth collaboration agreement above at the date of this agreement.
- (v) The agreement provides for further governance requirements in respect of two existing collaborations covered by collaboration agreements made pursuant to section 22A of the Police Act 1996 in respect of the Eastern Region Special Operations Unit and in respect of a Seven Force Single Procurement Function.

IT IS NOW AGREED AS FOLLOWS:

**1. DEFINITIONS AND INTERPRETATION**

1.1 In this Agreement, except where the context requires otherwise, the following expressions shall have the meanings respectively ascribed to them:

- |                           |  |
|---------------------------|--|
| “Lead Chief Constable”    | is the Chief Constable lead appointed for each of the Seven Force Projects and ERIN;   |
| “Parties”                 | means the Police and Crime Commissioners and Chief Constables of Bedfordshire, Cambridgeshire, Hertfordshire, Kent, Norfolk and Suffolk, and Police, Fire and Crime Commissioner and Chief Constable for Essex, and the term “Party” shall mean any one of them; |
| “Seven Force Projects”    | means the Seven Force projects as identified at clause 2.1 below;  |
| “ERIN”                    | means the Eastern Region Innovation Network as described at clause 2.2 below;  |
| “Collaborative Functions” | means the collaborative functions and services that are already in business as usual across the region as referred to in clause 2.3 below;   |
| “SROs”                    | means the senior responsible officers accountable for the success of the Seven Force Projects as described in clause 2.1 below and the individual appointed as described in clause 5.1 below.  |

## **2. PURPOSE**

- 2.1 The Parties have previously established a collaborative programme in order to progress a series of projects to improve the efficiency and effectiveness of service delivery to the communities of the seven police areas of the Parties. The Seven Force Projects that are progressing and remain outstanding at the date of this agreement comprise those in relation to the Seven Force Forensic Case Management System, Five Force Digital Asset Management and the Emergency Services Mobile Communication Programme.
- 2.2 The Parties have established a network known as ERIN, to progress consideration of joint working to share best practice and innovation to help improve the efficiency and effectiveness of service delivery to the communities of the seven police areas of the Parties. ERIN's purpose is to maintain and strengthen professional relationships across the Parties to their mutual benefit, the sharing of best practice and innovation and the delivery of the vision and strategy as agreed at the Eastern Region Summit meeting on 9 December 2022 and which is attached at Schedule B.
- 2.3 The Parties have agreed to confirm the governance requirements as apply in respect of the Eastern Region Summit for the two existing collaboration agreements made by the Parties pursuant to section 22A of the Police Act 1996 in respect of the Eastern Region Special Operations Unit and the Seven Force Single Procurement Function and which are detailed in paragraph 2 of Schedule A hereto.

## **3. GOVERNANCE – STRATEGIC**

### Eastern Region Summit

- 3.1 The Parties have established a forum called the Eastern Region Summit. The Terms of Reference for the Eastern Region Summit are set out in Schedule A. The Eastern Region Summit will take overall responsibility for the Seven Force Projects, ERIN and the Collaborative Functions.
- 3.2 Whilst the Eastern Region Summit is not a public decision-making body it may make 'in principle' decisions and recommendations and wherein each of the Parties retain their individual executive sovereignty as corporation soles.
- 3.3 Where 'in principle' decisions or recommendations are made in respect of the Seven Force Projects, ERIN and the Collaborative Functions it is expected that each of the Parties will then proceed to make executive decisions within their own Schemes of Governance and Consent or governance arrangements as appropriate to give effect to the 'in principle' decisions and recommendations.
- 3.4 Accordingly, where any 'in principle' decision or recommendation is made in respect of the Seven Force Projects, ERIN or the Collaborative Functions by the Eastern Region Summit and which has the potential, if executed, to have a

material impact upon any one of the Parties, such 'in principle' decisions or recommendations may only be made with the consent of the Party or Parties concerned.

3.5 Each Party is expected to be represented at all meetings of the Eastern Region Summit (where the Seven Force Projects, ERIN or the Collaborative Functions are being considered) in order to be able to commit such Party in relation to relevant business items on each meeting agenda. This requires all business where 'in principle' decisions or recommendations are required, to be advised to all Parties in writing in good time before each meeting and in any event with no less than two clear working days' notice.

3.6 Should an 'in principle' decision or recommendation be required outside the established programme of meetings of the Eastern Region Summit then such decision or recommendation may be made with the written agreement of all the Parties, and where written agreement includes a letter, memo or email executed by the Party or their duly authorised representative.

3.7 The Eastern Region Summit may make 'in principle' decisions and recommendations in relation to or otherwise consider the business identified at paragraph 2 of Schedule A hereto.

#### **4. OPERATIONAL OVERSIGHT – SEVEN FORCE PROJECTS**

4.1 The Chief Constable Parties have appointed individual SROs for the Seven Force Forensic Case Management System, Five Force Digital Asset Management and Emergency Services Mobile Communication Programme.

4.2 The SROs at clause 4.1 will provide direction to and manage the delivery of their respective Seven Force Projects which are established in accordance within the parameters set by the Eastern Region Summit.

4.3 The SROs at clause 4.1 will have authority to commit and spend the budget for their respective Seven Force Projects.

4.4 Authority to spend any part of the budget set aside for consultancy in connection with the Seven Force Projects will be provided by the Regional meeting of Deputy Chief Constables. Details of such expenditure will be reported to the Parties and in any event to the Eastern Region Summit meetings.

4.5 Expenditure made pursuant to clauses 4.3 and 4.4 must be in accordance with any principles established for the governance of each such projects.

#### **5. OPERATIONAL OVERSIGHT – ERIN**

5.1 Chief Constables have appointed an individual SRO for ERIN who will report to the Chief Constable lead for ERIN.

- 5.2 ERIN's SRO will provide direction to and manage the delivery of ERIN which is established in accordance within the vision and strategy considered by the Eastern Region Summit as at Schedule B.
- 5.3 The SRO at clause 5.1 will have authority to commit and spend the agreed budget for ERIN.
- 5.4 Authority to spend any part of the budget set aside for consultancy in connection with ERIN will be provided by the Regional meeting of Deputy Chief Constables. Details of such expenditure will be reported to the Parties and in any event to the Eastern Region Summit meetings.
- 5.5 ERIN's SRO will oversee the Network Director and Network Manager for ERIN who will, under the direction of the Chief Constable lead on behalf of the Chief Constable Parties, proactively maintain and strengthen ERIN in its working across the participating force areas to share best practice and innovation to the benefit of them all.
- 5.6 Expenditure made pursuant to clauses 5.3 and 5.4 must be in accordance with any principles established for the governance of ERIN.

## **6. OPERATION AND GOVERNANCE – COLLABORATIVE FUNCTIONS**

- 6.1 The operation and governance of the Collaborative Functions are provided for in agreements made pursuant to section 22A of the Police Act 1996.
- 6.2 The Eastern Region Summit will maintain overall strategic oversight of the Collaborative Functions.

## **7. FINANCE**

- 7.1 The Parties will annually in advance through a meeting of the Eastern Region Summit or the operation of clause 3.6 agree the budgets for the Seven Force Projects and ERIN together with budgets for any external consultancy that may be required. The budgets must be agreed by the end of December in the financial year preceding the financial year for which the budgets are required.
- 7.2 Costs associated with the Seven Force Projects and ERIN insofar as the Parties are engaged with the same, their on-costs, non-pay expenditure (with the exception of minor incidental expenditure regarding travel costs and subsistence), professional and consultancy fees will be apportioned between the seven police areas (or such lesser number as appropriate) and paid by the Parties upon the basis of the Net Revenue Expenditure (hereinafter referred to as "NRE") of each Force in any given year and calculated to one decimal place.

7.3 The seven police areas may contribute officer/staff resource or a financial sum to the costs associated with the Seven Force Projects in which they are parties and ERIN. Where officer/ staff resource are contributed they will be costed on the basis of their direct employment costs, namely pay, pension, allowances and employers National Insurance contributions.

7.4 Arrangements for costs associated with redundancy are detailed at Schedule C and represent the principles to be applied as agreed by the Chief Finance Officers of the Chief Constable Parties on 1 December 2019.

## **8. LENGTH OF AGREEMENT**

8.1 This Agreement shall come into force on 1 April 2023 and shall continue until 31 March 2026.

8.2 This Agreement will terminate on 31 March 2026 unless renewed in writing by all the Parties.

8.3 The Parties are by executing this agreement committed to their obligations under this Agreement for the duration of the Agreement subject to the provisions upon termination in clause 16.

## **9. INDEMNITY**

9.1 Each Party shall indemnify and keep indemnified the other Parties against all losses, claims, damages, costs, charges, uninsured liabilities, demands or proceedings incurred or brought as a result of their negligence, negligence of its officers and/or staff or breach of their obligations under this Agreement.

9.2 Each Party will remain liable in accordance with the law for the acts and omissions of its own officers and staff who form part of the Seven Force Projects and ERIN.

9.3 In the event that any claims arise in connection with the Seven Force Projects and ERIN, they will be handled in accordance with the Claims Handling Protocol as agreed from time to time between the Parties.

## **10. INFORMATION MANAGEMENT**

10.1 Information created by the Seven Force Projects and ERIN will be shared equally by the Parties or such of those Parties that are involved in a particular project and will be retained in accordance with each party's information management policies, which have been assessed to ensure broad compatibility and which will show due regard to the principles of MOPI.

10.2 Each party will be responsible for ensuring compliance with the relevant data protection legislation in regard to the processing of personal data.



- 10.3 The activities of staff from any of the Parties, in respect of access to and use of any information owned by them, will be governed by the policies of the employing party, which have been assessed to ensure broad compatibility.
- 10.4 For the purposes of the Freedom of Information Act 2000, whilst the Parties remain separate public authorities, the party receiving a request in respect of the Seven Force Projects and ERIN will be responsible for the handling of and response to the request and for compliance with the Act, in consultation with the other Parties.
- 10.5 In respect of all issues relating to shared information management, a single point of contact, determined by the relevant SRO or person or persons nominated by him/her will be consulted and will provide advice on operational issues on behalf of all Parties.

## **11. INTELLECTUAL PROPERTY RIGHTS**

- 11.1 Intellectual property rights in any designs, works, written material etc. created as part of the working relating to the Seven Force Projects and ERIN will vest in the Parties or such of those Parties that are involved in a particular project jointly. At the conclusion of this agreement, the rights will remain joint unless and until agreed otherwise by the Parties in writing.

## **12. ASSETS**

- 12.1 Limited assets are anticipated as a consequence of this agreement. However legal title to such assets as there are will remain with the providing Party.

## **13. STAFF AND ESTABLISHMENT**

- 13.1 The staff and police officers who work within the Seven Force Projects and ERIN shall continue as employees and officers of their employing Party irrespective of their place of work. Their pay, welfare, pension, terms and conditions and all other respective employment and service matters shall remain the responsibility of their employing Party.
- 13.2 Whilst Chief Constables will retain legal direction and control and thus liability for their respective officers and staff working within the Seven Force Projects and ERIN they shall receive day-to-day direction from the relevant SRO, who will in turn enjoy direction from the Lead Chief Constable for each of the Seven Force Projects and ERIN as appropriate.
- 13.3 In the event of termination of the Seven Force Projects and ERIN under clause 16 below, police officers and staff working with the Seven Force Projects and ERIN will remain employees of their employing Party and local restructuring policy will be applied as required.

13.4 All complaints, grievances and conduct issues raised by or against the SROs or officers or staff working within the Seven Force Projects and ERIN will be handled and dealt with by their employing Party.

#### **14. HEALTH AND SAFETY**

14.1 The Parties are liable at law for the health and safety of their staff and employees.

14.2 Each Chief Constable who is a Party to this Agreement will be responsible for ensuring the health and safety of their officers and staff working in the Seven Force Projects and ERIN.

14.3 The SRO will be responsible for ensuring that all appropriate risk assessments for the Seven Force Projects and ERIN have been carried out, are up to date and are complied with.

#### **15. PROCUREMENT**

15.1 The SROs will apply the procurement policies and arrangements in accordance with the 7F Single Procurement Function Collaboration Agreement (and Seven Force Contract Standing Orders thereto) and will ensure the policies and arrangements are followed by officers and staff within the Seven Force Projects and ERIN.

#### **16. TERMINATION**

16.1 Under the Police Act 1996 (as amended) there is a statutory duty for police forces to consider and review collaboration with any other force to improve their efficiency and effectiveness. This Agreement cannot be terminated unless, upon review by the Parties, it is established that continued collaboration will not improve or maintain the effectiveness and efficiency of any of the Parties. On this understanding the following procedure may be adopted to bring this Agreement to an end:

16.2 This Agreement can be terminated:

16.2.1 at any time by the agreement of the Parties.

16.2.2 by any Party by giving 12 months written notice to all the other relevant Parties, provided that:

(i) No such notice shall be given without prior consultation with the other Parties.

(ii) The date specified in the notice must be the last day of a calendar month.

(iii) The notice is to be served separately on all Parties.

16.2.3 by notice given by the Secretary of State in accordance with s23H of the Act.

16.3 Where any Party serves notice of termination in accordance with 16.2.2 above following, and as a consequence of, any failure or partial failure (or alleged failure/ partial failure) by any other Party to perform an obligation under this collaboration agreement, that Party must include in such notice of termination:

16.3.1 the nature and extent of the alleged failure/partial failure in performance by any other Party;

16.3.2 the effect of such a failure on the efficiency/effectiveness of the participating forces (or any of them);

16.3.3 the basis for determining that, as a result of the failures in performance identified, the continued collaboration in accordance with the terms of this agreement will no longer improve or maintain the efficiency/effectiveness of the participating forces (or any of them).

16.4 The termination of this Agreement will have the effect of terminating the whole Agreement, including the Schedules.

16.5 Before the termination of this agreement takes effect (whether under 16.2.1 or 16.2.2 above), an exit strategy will be agreed by the Parties.

16.6 On termination of this Agreement, the Parties shall be liable:

16.6.1 to perform their share of any obligations entered into as part of this agreement prior to the end of the notice period; and

16.6.2 for all other contributions due to the other parties in respect of this agreement prior to and during the notice period.

16.7 Where this Agreement is terminated by mutual consent of all the parties, the Parties will be jointly liable for all the costs and liabilities associated with the termination of the Agreement (but not including the establishment of any replacement service) and (except as provided for otherwise in the Agreement) for liabilities and costs arising from the operation of the Seven Force Projects and ERIN, and shall meet such costs in the proportions set out in clause 7.2.

16.8 Where the Agreement is terminated by a Party wishing to withdraw without the consent of the other Parties:

16.8.1 unless clause 16.8.2 applies, the withdrawing Party will be liable for the costs associated with the termination of the Agreement;

16.8.2 where the withdrawing Party has served notice under 16.3 above, the defaulting Party will be liable for the costs associated with the termination of the Agreement. If the Party identified in any notice served in accordance with 16.3 above does not accept the accuracy

or validity of the particulars contained in that notice, any dispute arising as a result shall be resolved in accordance with clause 17.

16.9 Where the Agreement is terminated in accordance with clause 16.2.3, the date of termination will be the date specified by the Secretary of State in the notice. In default of any direction given by the Secretary of State as to the costs associated with termination, the Parties will follow clauses 16.5 - 16.7.

## **17. DISPUTES AND ARBITRATION**

17.1 Any disputes arising from the interpretation of the Agreement shall initially and immediately be dealt with by the Parties.

17.2 If the dispute cannot be resolved locally by the Parties, it will be referred:

17.2.1 in cases involving the Chief Constables only, to an agreed Arbitrator appointed by the Chief Constables;

17.2.2 in cases involving the Police and Crime Commissioners, and Police, Fire and Crime Commissioner only, to an Arbitrator appointed by the agreement of the Police and Crime Commissioners and Police, Fire and Crime Commissioner;

17.2.3 in cases involving the Chief Constables, Police and Crime Commissioners, and the Police, Fire and Crime Commissioner, to an agreed Arbitrator appointed by the Parties.

## **Schedule A**

### **Eastern Region Summit – Terms of Reference**

1. PRINCIPLES
  - 1.1 The Meeting shall be a private business meeting and not a public decision-making forum. Appropriate minutes will be kept.
  - 1.2 The Meeting shall provide the Parties with a forum to discuss and shape new initiatives and discharge their statutory duties.
  - 1.3 The principle of local accountability shall be maintained. Decisions may be made by the Meeting 'in principle' and recommendations may be made but each Party shall retain their executive sovereignty as corporation soles.
  
2. ROLE OF THE MEETING
  - 2.1 To assist the Parties in meeting their statutory obligations, to include keeping collaboration opportunities under review and ensuring collaboration takes place where it is in the interests of the efficiency or effectiveness of their own and other police force areas.
  - 2.2 To hold the Chief Constables to account for the operational delivery of the Seven Force Projects, ERIN and the Collaborative Functions.
  - 2.3 To ensure the delivery of all functions through collaboration are implemented effectively.
  - 2.4 To discharge the functions assigned to it by relevant collaboration agreements as agreed by the Parties.
  - 2.5 To consider national and regional police and crime issues.
  - 2.6 To share best practice and innovation and facilitate closer working between the Parties.
  - 2.7 To receive budget reports and funding requests from the Seven Force Projects, ERIN and Collaborative Functions and agree the funding arrangements for them as appropriate for the following financial year.
  - 2.8 When required to do so:
    - to consider proposals for any significant expenditure, overspends or disposal of any significant assets in relation to Collaborative Functions;
    - to resolve any high level strategic service delivery issues or disputes which cannot be resolved through line management arrangements.

2.9 To consider any issue of a financial nature relating to the Seven Force Projects, ERIN and Collaborative Functions.

2.10 To receive reports to the annual meeting on the performance of all Collaborative Functions, including financial and operational performance, in accordance with the terms of the relevant collaboration agreements. This includes the receipt of reports on the financial and operational performance of:

2.10.1 The Eastern Region Special Operations Unit and

2.10.2 The Seven Force Single Procurement Function.

2.11 To receive a report to the annual meeting on the financial and operational performance of ERIN.

2.12 To consider any matter of a policing nature which is of a mutual interest to the Parties.

### 3. MEMBERSHIP

3.1 The Meeting shall comprise the Parties (and/ or their representatives).

3.2 The Chair shall be appointed as agreed by the Police and Crime Commissioners and Police, Fire and Crime Commissioners who are Parties.

3.3 The ERIN Network Director will have responsibility for all necessary administration in relation to the Meeting.

### 4. PROCEEDINGS AND MEETINGS

4.1 There shall be an annual meeting to take place in November/ December although meetings can in addition be convened as and when it is felt appropriate by the Parties.

4.2 The Meeting does not have a formal decision-making function and therefore detail concerning voting and quorum is unnecessary.

4.3 The Meeting shall be held in private unless determined otherwise by all the Parties.

4.4 Other operational governance mechanisms will exist in addition to the Eastern Region Summit. These currently consist of the Seven Force Chief Constables meeting, the Seven Force Deputy Chief Constables meeting and the Chief Executives meeting. These meetings are subject to change.

**Schedule B**

**The Eastern Region Innovation Network – Consultation and Strategy Paper**

## **Schedule C**

### **Redundancy Liabilities**

#### **Appendix to Seven Force Strategic Collaboration Programme (Fourth Collaboration Agreement), made on 1 December 2019**

#### **1. Introduction:**

- 1.1 This appendix sets out the principles agreed by all Force's CFOs in relation to the application of [clauses 7 & 13]\* of the Collaboration Agreement, in the event of a redundancy cost situation.
- 1.2 The make-up of the 7F Strategic Collaboration Programme (SCP) team is subject to constant review to reflect the programmes/projects being undertaken at any one time. The team could consist of:
- i) Officers and/or police staff seconded to the team for a specified period of time, which at the point of termination, will return back to their home force.
  - ii) Police staff members who have joined the team from one of the home forces, by either redeployment or application, but who have no substantive role to go back to and who will have varying amounts of continuous service.
  - iii) Police staff members who have been directly appointed via one of the forces, on a temporary contract.
- 1.3 In the case of ii) and iii) above, a redundancy situation could arise and as such, the following principles will apply:

#### **2. Principles to be applied in relation to 1.2 ii) and iii) above:**

- 2.1 The seven forces will seek to avoid any redundancies from the 7F SCP.
- 2.2 The employing force is responsible for all redundancy costs of their employees up to the point in time at which the employee joined the 7F SCP.
- 2.3 For the period of time during which the employee is engaged on the 7F SCP, the portion of redundancy cost accrued during the time engaged on the 7F SCP and redundancy, will be shared by the forces, by NRE in accordance with the Collaboration Agreement.
- 2.4 If the employee returns to their employing force in a non 7F role, that employing force is then liable for all redundancy costs, including the element accrued during their time on the 7F SCP.



2.5 In the case of 1.2 (iii) above, where 7F SCP staff are directly employed by one of the forces, the full redundancy cost will be shared by the forces, by NRE in accordance with the Collaboration Agreement.

**3. Redundancy Costs:**

3.1 'Redundancy Costs' include the total severance costs i.e. redundancy payment and pension strain.

3.2 In the event of redundancy whilst on the 7F SCP, 2 calculations will be performed by the employing force;

- i) to calculate the actual redundancy costs, including pension strain, at the point of actual redundancy
- ii) to calculate a notional redundancy cost, including pension strain, at the point at which the employee moved to the 7F SCP.

The difference between i) and ii) above will be deemed to be the portion of redundancy cost to be shared by all 7 forces, by NRE.

3.3 The employing force will obtain and share with all other forces the relevant redundancy cost and pension strain information to ensure a transparent process for agreeing the cost share.

\* as now set out in the Fifth Collaboration Agreement

N.B. This schedule has not been amended from when produced at the 1 December 2019, save as marked at paragraph 1.1, for the purposes of the Fifth Collaboration Agreement and is required to be read as a statement of general principles.

SIGNATORIES TO THE COLLABORATION AGREEMENT

In relation to the Seven Force Collaboration

(1)

THE POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE

(8)

THE CHIEF CONSTABLE OF THE BEDFORDSHIRE POLICE

## SIGNATORIES TO THE COLLABORATION AGREEMENT

In relation to the Seven Force Collaboration

(2)

THE POLICE AND CRIME COMMISSIONER FOR CAMBRIDGESHIRE

(9)

THE CHIEF CONSTABLE OF THE CAMBRIDGESHIRE CONSTABULARY

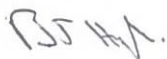
SIGNATORIES TO THE COLLABORATION AGREEMENT

In relation to the Seven Force Collaboration

(3)

THE POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX

(10)



THE CHIEF CONSTABLE OF THE ESSEX POLICE

SIGNATORIES TO THE COLLABORATION AGREEMENT

In relation to the Seven Force Collaboration

(4)

THE POLICE AND CRIME COMMISSIONER FOR HERTFORDSHIRE

(11)

THE CHIEF CONSTABLE OF THE HERTFORDSHIRE CONSTABULARY

SIGNATORIES TO THE COLLABORATION AGREEMENT

In relation to the Seven Force Collaboration

(5)

THE POLICE AND CRIME COMMISSIONER FOR KENT

(12)

THE CHIEF CONSTABLE OF THE KENT POLICE

SIGNATORIES TO THE COLLABORATION AGREEMENT

In relation to the Seven Force Collaboration

(6)

THE POLICE AND CRIME COMMISSIONER FOR NORFOLK

(13)

THE CHIEF CONSTABLE OF THE NORFOLK CONSTABULARY

SIGNATORIES TO THE COLLABORATION AGREEMENT

In relation to the Seven Force Collaboration

(7)

THE POLICE AND CRIME COMMISSIONER FOR SUFFOLK

(14)

THE CHIEF CONSTABLE OF THE SUFFOLK CONSTABULARY